Your Journey… and Opportunities… in Surface Warfare

Why Surface Warfare?

NAVY PERSONNEL COMMAND
Bureau of Naval Personnel

Warfighting First – Operate Forward – Be Ready

Privilege of leading Sailors, early and often

Surface forces critical to the security of our nation, everywhere in the world

Sailing and fighting a ship

Opportunity: Command, Leadership, Service

Realize Your Potential

Surface Warfare Officers are…

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Bureau of Naval Personnel

- The most **empowered** officers in the history of the Navy
  - Empowered with Flexibility
  - Empowered with Options
- Leaders from **Day One**
- Seagoing professionals who operate across the globe
- Challenged every day
- Caretakers of the Nation and those they lead

What to Expect
After Service Selection

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- Ship Selection ~ 2-3 months before commissioning
  - Choices: DDG, CG, LHD, LHA, LPD, LSD, LCS, MCM, LCC
  - Homeports: Norfolk, San Diego, Everett, Mayport, Pearl Harbor, Rota, Yokosuka, Sasebo, Bahrain
- Based on Surf Score (GPA, Major, PNS points)
- Basic Division Officers' Course (BDOC)
  - Priority to: Nukes, Overseas, Deployers
- Report aboard
- OOD and SWO Qualification

“New News” in Surface Warfare

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- Proposed bonus structure that will reward our top performers with up to $105K
- Opportunities to work for a Fortune 500 company after initial sea duty
- For the first time, graduate education options at elite universities
- We remain committed to 100% co-location for dual military couples
- Ability to “take a break” from the Navy for up to 3 years to pursue your personal goals… then come back in Surface Warfare and continue to serve
- A new SWO Career Chart that offers options and flexibility in your career choices

PERFORMANCE counts and is REWARDED

Surface Warfare Values Graduate Education

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Naval Postgraduate School

- National Security Affairs
- MBA
- Operations Analysis
- Joint C4I
- Space System Ops
- Computer Science
- Information Sys Tech
- Info Sys & Ops
- Cyber Operations
- Human Sys Integration
- Systems Engineering
- Security Studies
- Undersea Warfare
- Combat Sys Science & Tech
- Naval/Mechanical Eng
- Electrical/Computer Eng
- Space Systems Eng

NROTC Instructor

USNA Lead

- 3 year commitment
  - 1st year – MA in Leadership
  - 2nd/3rd year – Company Officer

USNA Grad Ed + Teaching

- 3 year commitment
  - 1st Year – Masters at GW
  - 2nd/3rd Year – Instructor

24/12 Program

- Part-time student for 24 months while instructing at SWOS / ATG / Dahlgren
- 12 months as a full time student

Civilian Institutions (NEW!)

We value Grad Ed more than any other community

A new SWO Career Chart… Multiple Tracks

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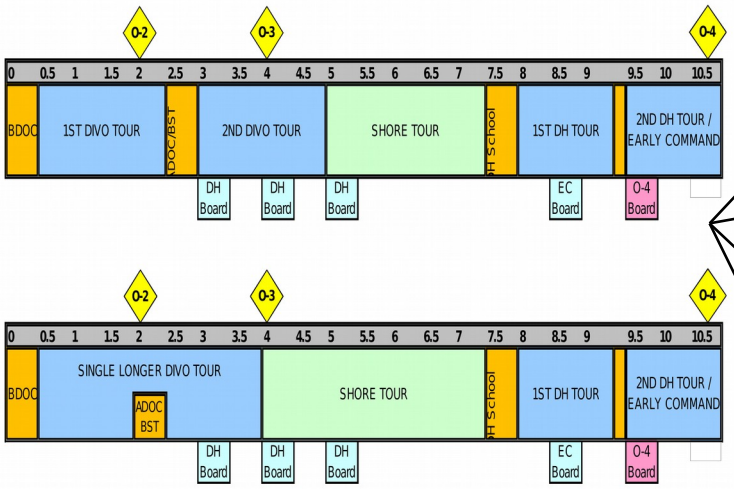
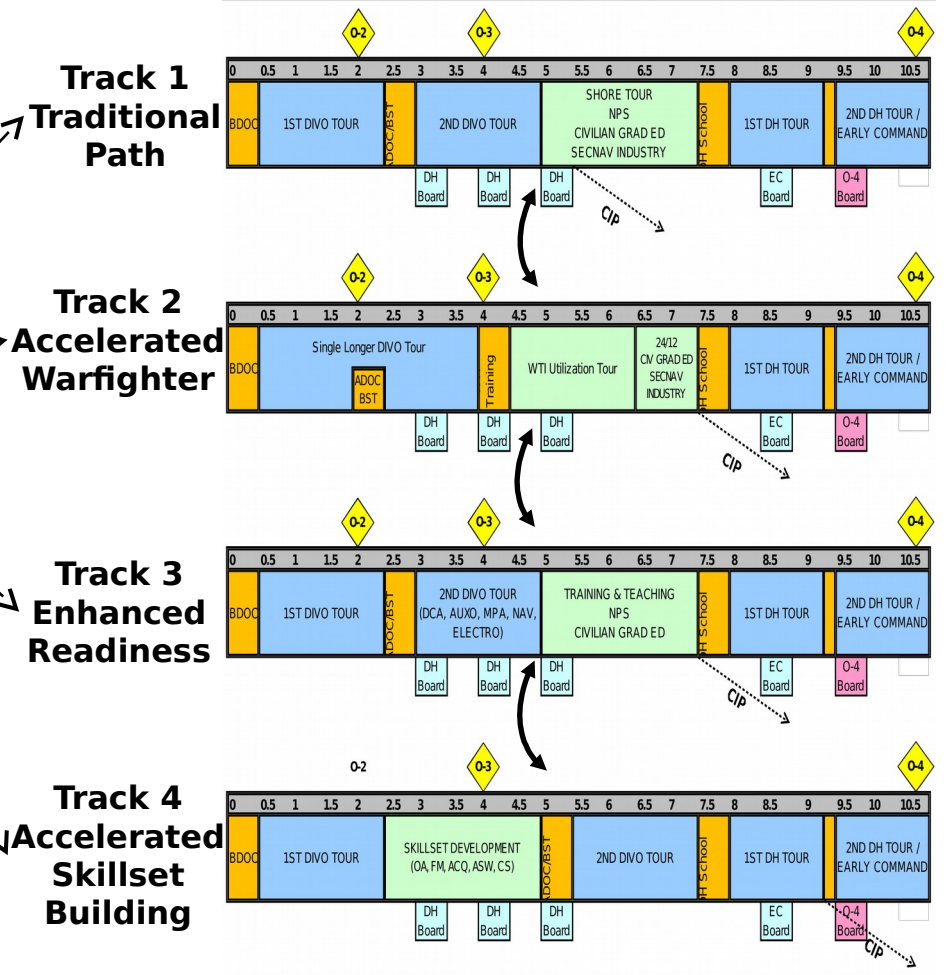
LEGACY CAREER PATH



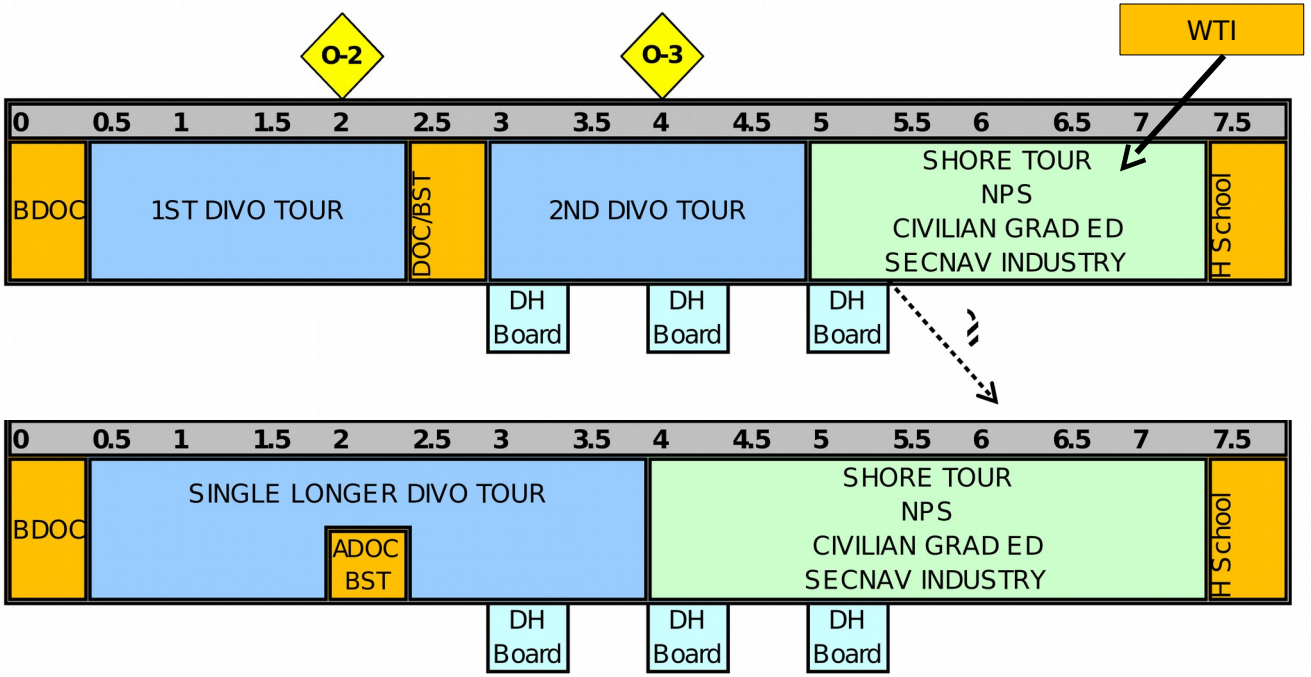
- **Multiple paths that connect values with options and opportunities**
- **Build better CO's, Warfare Commanders and Navy leaders with skills to fight, win, and lead in a variety of environments.**

New: Surface Warfare Career Cha



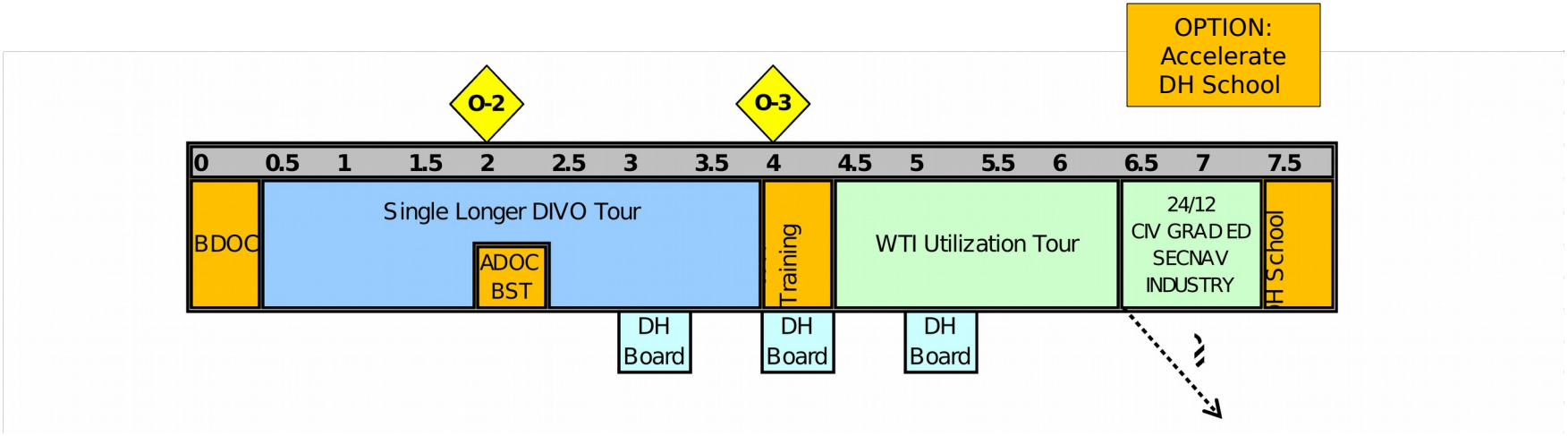
Agile, Flexible, Options-Based, Values-Driven

SWO Career Path – DIVO Traditional



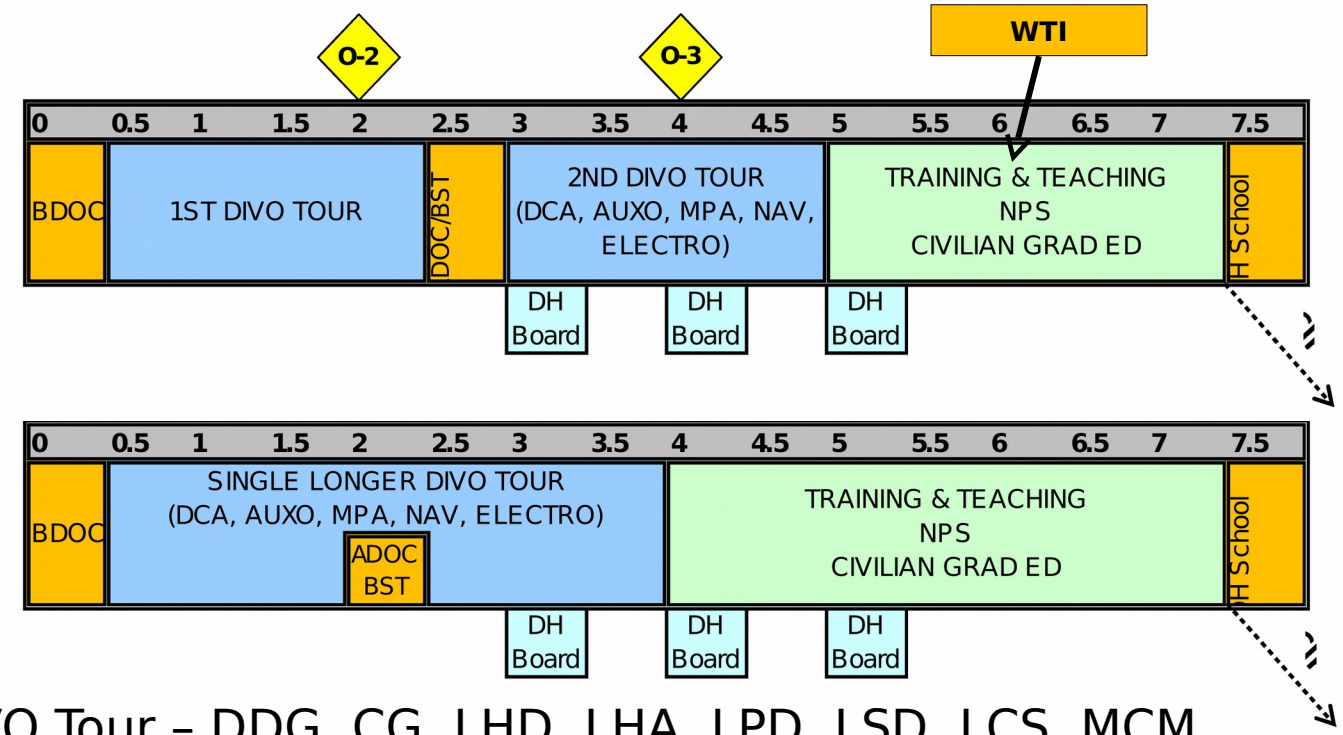
- 1st DIVO Tour – DDG, CG, LHD, LHA, LPD, LSD, LCS, MCM
- 2nd DIVO Tour – PC, Afloat Staff
- Shore Tour – widely varies; opportunities for graduate education
  - USNA Company Officer, ROTC Instructor, Flag Aide, Recruiting
- New: SECNAV Industry Tours
  - Work at a Fortune 500 Company
- New: Civilian Graduate Education
  - Master's Degrees at elite institutions

SWO Career Path – DIVO
"Accelerated Warfighter"



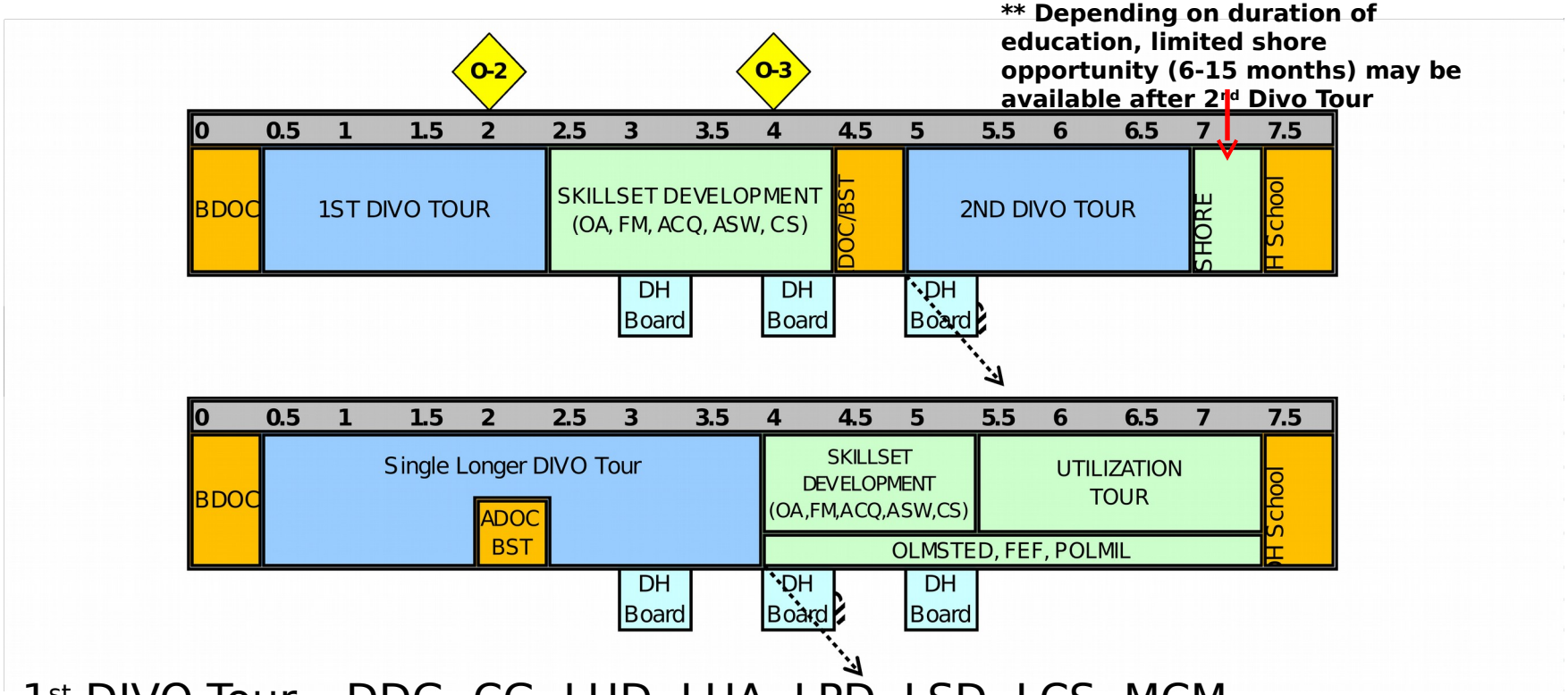
- Same 1st Tour DIVO billets available
- Focus on building Warfare Tactics Expertise
- Become a Subject Matter Expert in a Warfare Area
- New: SECNAV Industry Tours
  - Work at a Fortune 500 Company
- New: Civilian Graduate Education
  - Master's Degrees at elite institutions

SWO Career Path – DIVO
"Enhanced Readiness"



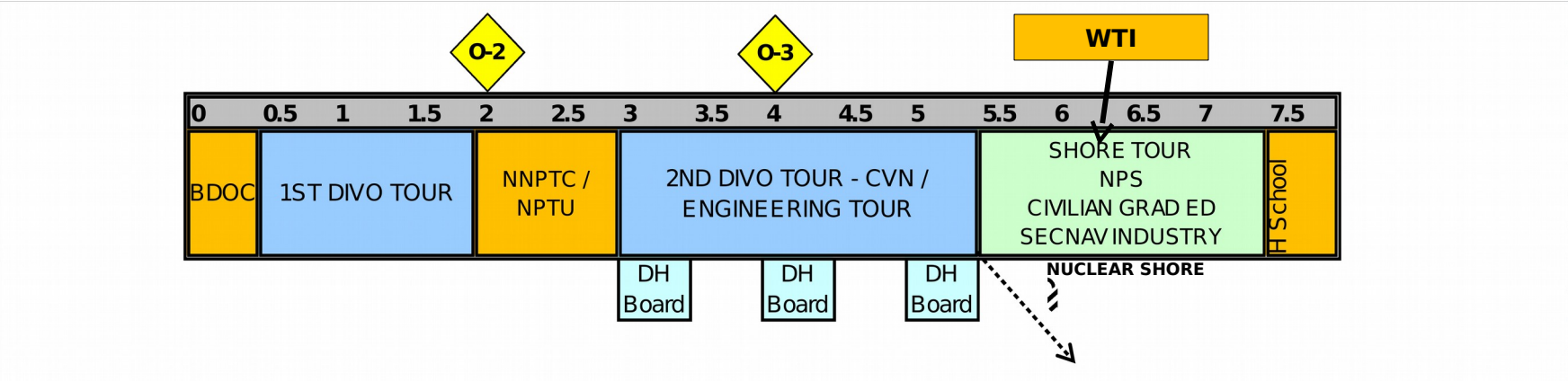
- 1st DIVO Tour – DDG, CG, LHD, LHA, LPD, LSD, LCS, MCM
- 2nd DIVO Tour – Readiness focus on an afloat unit
- Shore Tour – widely varies; opportunities for graduate education
  - Utilization tour for Engineering Expertise
- New: SECNAV Industry Tours
  - Work at a Fortune 500 Company
- New: Civilian Graduate Education
  - Master's Degrees at elite institutions

SWO Career Path – DIVO
"Accelerated Skillset Development"


** Depending on duration of education, limited shore opportunity (6-15 months) may be available after 2nd Divo Tour
O-2
O-3
0 0.5 1 1.5 2 2.5 3 3.5 4 4.5 5 5.5 6 6.5 7 7.5
BDOC
1ST DIVO TOUR
SKILLSET DEVELOPMENT (OA, FM, ACQ, ASW, CS)
DOC/BST
2ND DIVO TOUR
SHORE
JH School
DH Board
DH Board
DH Board
0 0.5 1 1.5 2 2.5 3 3.5 4 4.5 5 5.5 6 6.5 7 7.5
BDOC
Single Longer DIVO Tour
ADOC BST
SKILLSET DEVELOPMENT (OA,FM,ACQ,ASW,CS)
UTILIZATION TOUR
OLMSTED, FEF, POLMIL
JH School
DH Board
DH Board
DH Board

- 1st DIVO Tour – DDG, CG, LHD, LHA, LPD, LSD, LCS, MCM
- Graduate education in a valued skillset
  - Operations Analysis, Financial Management, Acquisition, ASW, Combat Systems
- 2nd DIVO Tour – PC, Afloat Staff
- Highly competitive programs (e.g, Olmsted) available

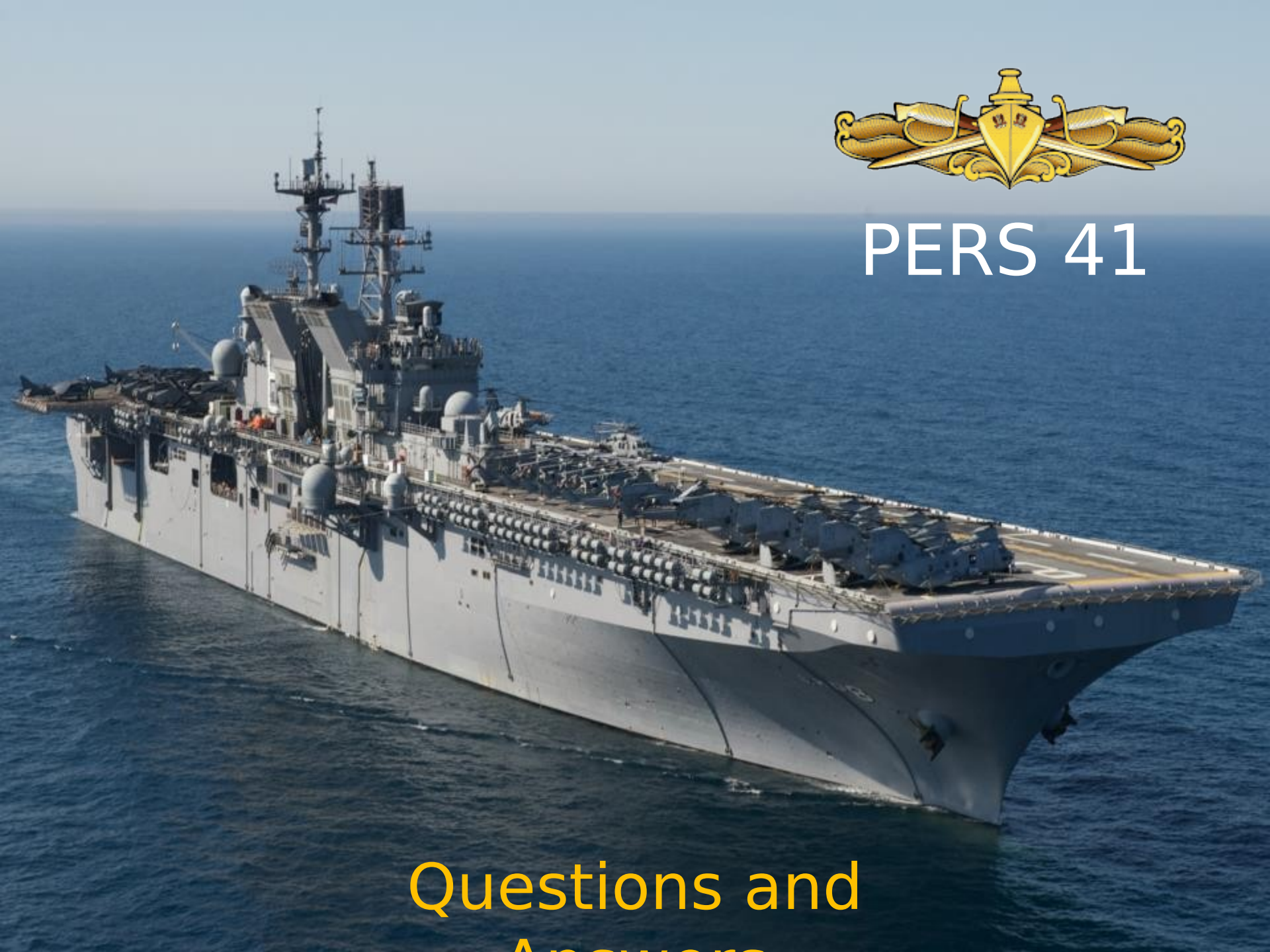
SWO Career Path – DIVO Nuclear



- **New: Milestone-based career path**
  - Provides tour length flexibility
  - Ensures requisite professional proficiency obtained
  - Targets top performers with increased career opportunities
- **New: Conventional DIVO tour (target – 19 months)**
- **New: CVN DIVO tour (target – 26 months / can flex to 24 months)**
- **New: Opportunity for top performers to FLEX the nuclear track to take advantage of the SWO tracks (i.e., "Accelerated Warfighter", "Enhanced Readiness", "Accelerated Skillset Development")**

The Surface Warfare Advantage

- Junior Officers: the most **empowered** in the history of our Navy!
- Leadership from day one
- Opportunities to command early and often
- Most career flexibility… Most career options
- Broad and diverse opportunities afloat and ashore
- Superior performance **valued** and **rewarded**



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Questions and Answers